

STAT **ROUTING AND TRANSMITTAL SLIP**

Date

TO: (Name, office symbol, room number)	Initials	Date
1. 		
2.		
3.		
4.		
5.		

Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

I've re-drafted the
proposed status report
a NAPA : CSRA.
Pls. review and see if
it is OK.

DW 25 JUN 1976

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)	Room No.—Bldg.
	Phone No.

5041-102

* U.S. G.P.O. 1977-241-530/3090

OPTIONAL FORM 41 (Rev. 7-76)
Prescribed by GSA
FPMR (41 CFR) 101-11.206

Orig - AD/Per
X - subj.
1 - DIW Chrono

DD/A REGISTRY

FILE: Personnel

ADMINISTRATIVE - INTERNAL USE ONLY

STAT

PERSONNEL



MAJOR PERSONNEL PROGRAM CHANGES BEING DEVELOPED

This is the first in a series of status reports that I will ^{provide} give you on the Executive Committee's review of the National Academy of Public Administration Report and ^{or} Civil Service Reform as they may apply to CIA.

A. National Academy of Public Administration (NAPA) Report

Following the submission of the NAPA Report in March, we solicited comments from organizational components, advisory groups, and individuals. ^{There were} ~~We got~~ thirty-three responses to this solicitation. In general, Agency officials were supportive of NAPA's findings but differed considerably with some of NAPA's recommended solutions to particular issues. ^{to} ~~The~~ Executive Committee met twice ~~in~~ reviewing the comments and out of these deliberations I have ~~already~~ instructed the Office of Personnel to create a central Policy Staff and a central Planning Staff in order to achieve some of the major NAPA Report recommendations. In addition, the Office of Personnel is creating a NAPA project group which will oversee the development of further studies ⁱⁿ ~~for~~ implementing ^{other} ~~plans for some of the specific~~ NAPA recommendations. Full-time representatives from each of the Directorates have been assigned to this group, ~~and~~ ^{they} will work under the auspices of the new Policy Staff in the Office of Personnel. In the next ^{several} ~~three~~ months the Executive Committee will be reviewing the papers submitted by this project staff, ~~and I will keep you posted as decisions are reached.~~

ADMINISTRATIVE - INTERNAL USE ONLY

ADMINISTRATIVE - INTERNAL USE ONLY

(SES)

B. Civil Service Reform - Senior Executive Service/and Merit Pay

President Carter, on 13 October 1978, signed the Civil Service Reform Act of 1978 (CSRA) which was designed to improve Government efficiency and balance management authority with employee protections. Among the major features of the Act are an independent and equitable appeals process; protections against abuse of the merit system; incentives and rewards for good work and skilled management; and more positive probation and removal procedures for unsatisfactory performance. Although CIA is excluded from most of the provisions of CSRA, the Executive Committee has endorsed, in concept, the incentive pay principles underlying the Senior Executive Service and the merit pay for GS-13/-15 supervisors and managers.

A small group working [] has been instructed to STAT
develop
create a Senior Executive Service for CIA following the general *construction*
conclusions of *the* Civil Service Reform *SES* *plan* but not limited to that.
We envision that CIA's Senior Executive Service will provide a better framework for ~~attracting and~~ retaining top-level people, ~~designed~~ to use their abilities more productively, to pay them according to ~~their~~ performances and to remove promptly those who do not perform satisfactorily. It is our intent that we ~~would~~ move into this new system for executives by January 1st of next year.

This same group will ~~also~~ be examining the NAPA Report recommendations regarding executive development with the objective of proposing ~~the~~ executive development policies ~~are~~ consistent with the new SES.

ADMINISTRATIVE - INTERNAL USE ONLY

A second major feature of CSRA which is also being studied by the Agency is Merit Pay for GS-13/-15 Supervisors and Managers ~~which~~ ^{TK3} embodies many of the concepts, principles and goals described for SES. Because of the large number of employees affected, Federal agencies have been given until 1981 to implement this provision of Civil Service Reform. We hope to benefit from their experience as we develop our own planning in this area which will follow ~~on~~ completion of the SES planning.

Frank C. Carlucci
Deputy Director of Central Intelligence

DISTRIBUTION:

ADMINISTRATIVE - INTERNAL USE ONLY